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DECISION OF THE ALL-CHINA FEDERATION OF LABOR GOVERNING
WORKING RELATIONS BETWEEN LOWER LEVEL UNIONS OF THE NATIONAL
INDUSTRIAL TRADE UNIONS AND LOCAL LABOR-UNION FEDERATIONS

(Adopted and promulgated by the All-China Federation
of Labor, 4 August 1950)

Kung-hui Tsu-chih Kung-tso Yu-kuan ti Wen-chien
Shanghai, December 1951, pp 89-93

PREAMBLE

It is imperative to establish various types of unified nationwide industrial trade unions to expedite the systematic safeguarding of the basic welfare of workers, office employees, and the masses, and to assure the full filling of national economic construction plans. However, the organizing of national industrial trade unions has been sporadic; consequently, it is necessary for individual local labor-union federations to establish, strengthen, and support the expansion of unified nationwide trade unions. Therefore, this decision has been adopted to define the working relations between a lower level union of a national industrial trade union and a local labor-union federation.

I

All industrial trade unions throughout the nation must carry on the following unified work program:

1. Participate in the operations of various administrative and management organs of industry; draft various production plans; initiate nationwide production competition and rational proposal movements; guarantee the fulfillment and overfulfillment of production plans; and whenever appropriate, summarize and exchange production experiences.
2. Conclude unified nationwide collective agreements on behalf of workers, office employees, and the masses with the management of the industry in which the industrial trade union is organized, and at each level guide and approve collective agreements concluded by trade unions under its jurisdiction with the management of the same level. Examine periodically and summarize the progress made in the implementation of collective agreements.
3. Assist management with the inspection of safety and health measures; submit proposals to management for the installation or the improvement of safety devices and health measures and supervise such remedial action as may be taken.
4. Provide planned programs of technical, educational, and cultural studies for workers and for the training of cadres.
5. Fit the aforementioned activities into the nationwide unified work plans and schedule the key-point work and steps that should be undertaken.
6. Look after the over-all industrial wage problems and labor insurance.

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II

A local labor-union federation is the joint leadership organ of all the labor unions in its locality. The local labor-union federation must guide, help, and supervise the daily work of an industrial trade union, in its locality, in accordance with the program, tasks, plans, and directives prescribed by a higher level industrial trade union. The decisions of a local labor-union federation cannot supersede or interfere with the decisions of an industrial trade union. Consequently, a local labor-union federation may take the following actions toward the work of an industrial trade union in its locality.

1. Send one of its staff workers or a work committee to any industrial trade union to direct its work as prescribed by the regulations of a higher level industrial trade union.
2. Organize local and regional production competition under the experienced leadership of an industrial trade union which has previously engaged in production competition.
3. Assist industrial trade unions to summarize their experiences.
4. Convene joint conferences of industrial trade unions in its locality; organize separate conferences for elite industrial cadres, activists, advanced workers, and model workers, in order to expedite the dissemination of the resolutions and decisions of the All-China Federation of Labor (or those of the regional, provincial, and municipal labor union federation.) These conferences shall also carry on educational work among labor-union cadres and various activists and shall facilitate the extension and exchange of organizational experiences of the industrial trade unions.
5. Represent industrial trade unions before the organs of the local people's government for the purpose of interceding and settling local problems (such as public security, public housing, health, etc.); and represent industrial trade unions composed of local private enterprises for the purpose of interceding and settling local problems.
6. Organize workers spare time education; establish training classes or schools for workers; rotate the training of workers, office employees, and cadres on the basis of the common requirements of the industrial trade unions.
7. Organize various political activities (participation in politics and in various memorial holiday observances), cultural programs (literary, health, recreational, leisure-time, and athletic), and welfare groups (cooperatives, hospitals, etc.) and other local programs.

III

If a local labor-union federation disagrees with the decision of a higher level industrial trade union, or if disagreements should arise during the implementation of a decision, these differences must be brought to the attention of a higher level local labor-union federation and a higher level industrial trade union. Pending receipt of a new directive from the higher level labor-union federation or dispensation from the higher level industrial trade union, the local labor-union federation must carry out the original decision of the higher level industrial trade union and refrain from unilaterally changing it, particularly, if the decision is regarded as adjustable. But all industrial trade unions of a local area must obey the unified leadership of the local labor-union federation and must comply with the latter's resolutions and decisions on local general affairs enumerated in Section II, Article 5.

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IV

A local labor-union federation and an industrial trade union which have similar tasks, duties, and objectives should divide and carry on their work cooperatively. The following rules should govern their relations:

1. An industrial trade union should periodically report, either verbally or in writing, to a local labor-union federation regarding its work. A copy of the decisions or directives issued by a national industrial trade union /headquarters/ to a lower level union must be transmitted simultaneously to a local labor-union federation of the same locality. On receiving these decisions or directives, the local labor-union federation must study them and assist the industrial trade union in drafting plans for their implementation and supervision.
2. In localities where lower level industrial trade unions have not been established, local labor-union federations should be responsible for establishing and maintaining them, and assign them a definite number of cadres. Before any higher level industrial trade union sends cadres to local areas to establish a trade union or carry on trade-union work, it should first obtain the approval of the local labor-union federation. Following its establishment a lower-level industrial trade union must follow the principles enunciated herein.
3. Before a higher level industrial trade union shifts the cadres of its lower level unions, it must first obtain the approval of the local labor-union federation. Before a local labor-union federation shifts the cadres of an industrial trade union in its area, it must obtain the concurrence of the higher level industrial trade union. (The practical problems involved in the shifting of cadres can be handled in accordance with the decision of the All-China Federation of Labor regarding this subject.)
4. Industrial trade unions in all areas should elect their principal functionary to serve as a member of the local labor-union federation. When a local labor-union federation convenes a plenary session of its committees or holds other important meetings, each industrial trade union should be notified to send a responsible official to attend if it has not elected a representative to the federation.
5. The problem of expenditures between the industrial trade unions and the local labor-union federations shall be stipulated in a separate regulation.

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